CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

April 1981
No. 15

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

"Giveaways" A National Epidemic

Strike Stops Take-Aways

DETROIT—A successful strike against a freight carrier here has prevented "concessions" and the gutting of the contract. But the International blunted the efforts of the rank and file at every step of the way, and as a result other terminals in the system conceded relief.

It started back on November 21 when the employees of Courier-Newsom Express were asked by management to make concessions. They were asked to sign a waiver calling for a $1.46 an hour pay cut, to give up their COLA increase, their holidays, and all of their sick days with the exception of days taken during hospitalization. These requests were made system-wide.

On November 22, the employees in Detroit Local 299 got together. The Union Steward Bob Symanns gave a report of managements requests. The problem was then brought to the attention of Local 299, which tried to set up a meeting with the company. But the company refused to cooperate, and no meeting was held.

Finally, on March 3, Local 299 put the company on strike. Part of the delay in starting this strike was caused by the International Union dragging its feet in granting strike sanction. Local 299 had to furnish the International with proof—in the form of pay stubs and waivers—that the company was not paying scale.

On March 6, the company asked for a meeting. As an "offer" the company put forward 17 concessions that would have to be met before the employees got back to work. The union said no.

Running Around the Terminal

In the meantime, the company continued moving their freight by running road drivers around the terminal. Other locals had allowed their employees to sign waivers. Most important, the International and these locals would not allow Detroit to spread the strike. These other locals involved were not small locals. They were locals run by the big powers in the Central Conference and the International Union such as Loran Robbins of Indianapolis Local 135 and the Chicago locals.

On March 11, the company was able to use this leverage to notify the strikers that unless the men ended the strike on the company's terms, they would close the terminal.

But the rank & file stood solid at the gate. This forced Courier-Newsom to ask for another meeting on March 17. The men were allowed to go back to work with their contract—and their pride—in full force.

Unfortunately, the other locals involved—and the International—did not seem to have the same spirit of unionism. This was what created the situation where Brother Teamsters ran around the picket lines of other Brother Teamsters.

It's this kind of Union "Brotherhood" that causes non-union companies to point the finger at this Union and say "Is that what you would prefer?" Perhaps our International Union had better take a good look at what is happening before the entire Union starts falling apart.

That's why many rank & file Teamsters are going to Vegas and the IBT Convention. We are going to make sure that the voice of the membership is heard—that our officials address the pressing problems facing this union, before it is too late.

California Teamsters Say 'No' to Givebacks

The huge turnout at Oakland Local 70 on April 4 surprised everyone, and the members present voted an overwhelming no to even talking to the carriers about concessions on working conditions. The "California Carrier" group—Delta, DiSalvo, CME, Cresent and others—had requested four-hour casuals, flexible starting times, and other changes. The freight Teamsters in Nor Cal Joint Council 7 enjoy the best conditions of any supplement in the country, and apparantly want to hold onto them.

TDU ORGANIZING STOPS GIVEAWAYS IN CHICAGO. Over 150 Roadway Teamsters met in Chicago to stop the giveaway of their workweek. They WON the battle — but the war's not over. See page 4.

Watsonville Calif. Members Organize

"We Are the Union"

By Watsonville TDU

WATSONVILLE, CA—They call it the "frozen food capital of the world," home of Green Giant and other frozen food companies. Till now, that's what Watsonville's been most well known for. But now that TDU is growing here, Watsonville is becoming know for something else: **rank & file unionism.**

The great majority of the 5,000 Teamsters employed here work in and around the frozen food industry—most working in the plants, others hauling in and out of the area. Before, it was a rare sight to even find a quorum of 12 members at the union meetings. But now since TDU has started growing here, between 50 and 100 attend the meetings regularly. We are learning our rights and putting them to use!

Bylaws Changes Illegally Blocked

As a first action, we decided to amend the local union bylaws: to win the right to elect our stewards and union committees, to have one general union meeting a month instead of dividing into two crafts and the right to have bilingual meetings in Spanish and English since most of the members are Spanish-speaking.

We expected the union officials to oppose the changes. But they went even further—they ignored the bylaws and Constitution and wouldn't allow a vote.

Local 912 President Fred Heim reported that he was sending the proposals to the International to "check on their legality." We were not fooled as we knew all local bylaws amendments are submitted to the General President **after** they are passed by the members. We were just being stalled. The officials know they will pass, and that our victory on the bylaws will give even more people the confidence to participate.

At the March 24 union meeting we presented Fred Heim with internal union charges, and we were greeted with thunderous applause by the members present. So now Heim is getting himself in more trouble.

We don't expect the Executive Board or the Joint Council officials will correct this injustice. But the days of closed door secrecy and keeping the members in the dark are over. And soon our officials will have to explain their actions in court also.

Already we are getting some results and showing that unity can win. The largest plant in our local—Green Giant—did not even have a steward on a shift of some 500 workers. So the rank & file petitioned and demanded an election. The local finally held one, but in such a way that many workers would not vote, hoping our candidate would lose. But TDUer Isabel Burcina won overwhelmingly.

It's a start. On March 11, we had a TDU meeting with 75 people present, and we are getting our sisters and brothers active in all the plants, and we are united with the trucking, UPS, and other members.

We are the union, and we are now organized to make that mean something. And if our officers don't want to represent us—we know our election rights, too.

LETTERS

THANKS FROM PUERTO RICO

Dear TDU,

I want to express to you how much the Teamster members at La Concha-Condado Beach Hotels appreciate the efforts you have made in supporting our case in the Court of Appeals.

These efforts are of particular importance to us when you consider that we, as rank & filers, are struggling against powerful people like the Luis Enrique Pagan family. Pagan is the ally and instrument of the employers and politicians in Puerto Rico in pushing forward their anti-worker policies.

The ruling of Judge Torruellas (to uphold the writer's removal as steward-Editor's Note) has achieved its purpose of chilling the struggle that we have been developing against the Pagans and the corruption they represent in our Union. In a case that looked so clear and simple, the union members were expecting a ruling in our favor which would guarantee the shop steward's right to criticize the officers and enforce the bylaws. After a ruling like this, many people have gotten scared.

But we are optimistic about the results of the appeal. We hope we will win this time. We are also very proud of Ellis Boal's performance during the case. His suggestions have been of much help to our struggle.

In Solidarity,
Efrain Maceira
Local 901
San Juan, Puerto Rico

We Need Solidarity

Dear TDU,

In 1975 I went to the NLRB and filed charges against my company and Local Union. Their investigation consisted of a young girl talking about bicycling to the Terminal Manager.

In 1978 I filed charges with the Labor Department in regards to the conduct of an election for steward at my terminal. I was told that there was nothing that the Labor Department could do about it.

Later I went to a lawyer concerning shortages in pay regarding one particular article of the Eastern Tankhaul Contract (the layover provision). The lawyer told me that while I was technically correct I had to go through the NLRB with about 40% chance of winning.

But in 1980 I attended the TDU Rank & File Convention. And after hearing the problems the other people had I went back to work feeling that I had the best job and Local Union in the United States. Our problem is, like you say, Solidarity.

Sincerely,
Albert Mobilio
Local 312
Ridley Park, Pa.

Support For Our Principles

"All that harms labor is treason to America. No line can be drawn between these two. If any man tells you he loves America, yet he hates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool."

"I am glad to see that a system of labor prevails under which laborers can strike when they want to.... I like the system which lets a man quit when he wants to and wish it might prevail everywhere."

"The strongest bond of human sympathy, outside of the family relation, should be one uniting all working people of all nations, tongues and kindreds."

From the Speeches of Abraham Lincoln

Disgusted in St. Louis

Dear TDU,

This is in regards to the Central States Pension Fund to which I belong. In 1977, Secretary of Labor Ray Marshall ousted Frank Fitzsimmons and the Trustees from this Fund. We as rank & file members of this Fund are told by our officers that there is no corruption in this Fund. But if there is no corruption in the Central States Fund then why did the Trustees give up their positions? It is now 1981 and nothing has happened. Was a deal made? Let's make the justice system work for all.

A Disgusted Union Man,
Elmer Wymer
Local 682
Des Peres, Mo.

Will TDU Sell Out?

Dear TDU,

Assuming total TDU "victory" over the corrupt elements in the IBT, what steps can be taken to guarantee that the new organization remains invulnerable to the payoffs, sellouts, and cronyism which has polluted the present IBT? This question needs study. Your loyal TDUers deserve the answer.

Thank you,

Doug Frazer
Phoenix, Arizona

(**Editor's note:** This is a good question—and it brings up what TDU is all about. TDU does **not** stand for "putting TDU in power" but rather making our union democratic from top to bottom. We want to do this by reforming our bylaws, Constitution and contracts to put power in the hands of the members. Part of this is the **right to vote** by majority rule on **all** officers including the General President. This kind of reform will keep **membership control** no matter who is in office. This is TDU's goal. Also, TDU will continue to exist as a rank and file **watchdog** no matter who is in office. But we can only do these things with the active involvement of the members. If you agree, it's time to join.)

'Don't Fix it Till it Breaks'

Dear TDU,

We at McLean have seen, during the past several months, a "don't fix it till it breaks" maintenance problem. Many of our 2 year old GM Brigadier tractors have approximately 425,000 miles and are becoming unroadworthy due to lack of maintenance. Many of our satellite terminals flatly refuse to even attempt to repair minor defects. We have had VCRs written up for defective clutches, for example, time after time and nothing seems to get done.

Fraternally,
William Kolling
McLean Truck Lines
Sharon, Pa.

Pontiac Correction

In the March **Convoy-Dispatch**, an error appeared regarding the recent election in Pontiac, Michigan Local 614, in which Johnny Walker was ruled the president by one vote over TDUer Pat Woodbeck. We erroneously reported that Walker had the absentee ballots shredded after the counting. It was the ballot envelopes which were shredded when a rank and file election observer was told to do so by the chairman of the election committee. It was this act which Walker was informed was illegal by the Secretary-Treasurer of Joint Council 43 when the election protest was heard there.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282
Organizer:
Ken Paff, Local 407
Trustees:
Dan Hall, Local 375
Eileen Janadia (Local 337)
Gary Kuhn, Local 20
Mike Friedman, Local 407
Keith Gallagher, Local 229
Denise Gillespie, Local 676
Ed Howell, Local 391
Diana Kilmury, Local 213
Charls Moore, Local 315
Mel Packer, Local 800
Alternates:
Jack Thomas, Local 705
George Feid, Local 200
Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

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NEWS FROM THE

WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

You and Your Teamster Pension

Each pension plan, and there are over 200 covering Teamsters across the country, has its own rules for vesting and awarding benefits. Pension plans come in many sizes. Most of the large Teamster pension plans are ''multi-employer'' plans covering many locals and many employers. The Central States Pension Fund and the Western Conference Pension Fund, the two biggest, are ''multi-employer'' plans.

Frequently a Teamster will change from one pension plan to another. This can occur for a number of reasons, usually involving a change of operations. For instance, if you change jobs, if the company changes ownership or merges, or if your employer decides to change plans, you will switch pension plans. Some Teamsters change pension plans without even changing employers. Robert McGinnis, a Teamster in Chicago, worked for Transcon for 11 years, during which time he was switched from city driving to over the road. This caused him to be transferred from Local 705 to Local 710. Each local has its own pension plan. When McGinnis went from the 705 plan to the 710 plan, he lost his vesting credit for all the years he had worked in 705. He was never informed of the consequences until it was too late. This has happened to many other Teamsters—there are some with 30 years of driving who will never vest in a pension plan.

Reciprocity

The reason for the pension problems of McGinnis and thousands of other Teamsters can be found in the agreements worked out between pension plans with different rules for vesting and calculating benefits. These agreements are called **reciprocity** (or sometimes, **portability**). When two plans have **reciprocity**, you can switch from one plan to the other without losing credit for the years you have worked. Reciprocity is not required by ERISA (the Pension Reform Law that regulates most pension plans). But it's hard to believe that in the trucking industry, where people frequently change jobs, employers, or locals, all Teamster pension plans don't have reciprocity with one another. In fact, of the approximately 250 pension plans covering Teamsters, only about 100 have reciprocity. Why didn't the IBT push for nationwide reciprocity years ago? The top officers of our union have been the trustees of the major pension plans—they make the rules and have a legal obligation to keep the pension fund assets as high as possible. This conflict of interest guarantees that some Teamsters will end up ''pension losers.''

On top of this, Teamsters often have difficulty simply **finding out** whether their pension plan has reciprocity with another. Since this can influence the decisions you make about changing jobs, it is important to find out about reciprocity beforehand. You should write to the pension plan administrators asking specifically about reciprocity.

How A Change Can Affect You

Knowing that two pension plans have reciprocity is not enough. There are many kinds of reciprocity agreements. In some agreements, if you are not vested in your first plan, you many not get **any** credit for the years you worked before you switched plans—even if those plans have reciprocity.

If you switch from one plan to another, you may not get the full maximum pension benefit of either plan, even if you worked enough years to qualify for it. Simply put, ten years in each of two plans do not always add up to as big a pension as twenty years in just one plan.

What if you've worked 15 years and you then become a participant in a pension plan? You may be able to count the years you worked before you joined the plan towards vesting. Usually, this is true as long as you work more years under the plan (when your employer is making contributions to the plan for you) than you worked before you joined the plan. Sometimes, you will only get credit for a percentage of the years you worked before you joined the plan.

Dear Teamster retiree—
We regret that your pension check will be somewhat less than you expected.
Our investment in Bugsy (Kickback) Begel's housing project didn't quite work out.
How were we to know Palm Springs was a depressed market for prefab igloos?
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THE MILWAUKEE JOURNAL

What You Can Do

There are several points to keep in mind regarding reciprocity between plans: 1)the rules for reciprocity are complicated, and the trustees who run the pension plan can change them whenever they want to. You may not find out about it for six months, a year, or even longer. 2) A pension based on credited service in two (or more) reciprocal pension plans will almost always be smaller than the pension you would have received had you stayed in one plan.

Remember that **you** have legal rights as well. You have the right to receive a **Summary Plan Description** detailing the rules of your pension in clear, understandable language. You have the right to contact your pension plan administrators and get clear answers to these and other questions: Which plans have reciprocity with my pension plan? If I switch plans, will I get credit for the years I have already worked? How will my benefits be calculated? Will I get credit for the years I worked before I became a participant in this plan?

Next month: What can affect the amount of benefits you receive?

Must you Drive an Unsafe Truck ?

by Arthur Fox
Attorney

If a genuine safety defect noted in the VCR has not been repaired, you have a number of options:

1. Drive the vehicle and later file a grievance.
2. Drive the vehicle and atttempt to have it ''cited'' by state law enforcement officials if the opportunity arises, or file a complaint with the Dept. of Transportation.
3. Refuse to drive the vehicle, recognizing the possibility that you may be disciplined or fired.

Whichever course you elect, the VCR will be your first, and probably most valuable piece of evidence to demonstrate that your vehicle was unsafe. Let's examine the implications of each alternative.

While there may appear to be little reason to ''drive now, and grieve later'', it is important that drivers use the grievance machinery and put the Union on notice that it had better take action to shape up your employer's maintenance practices. It will be the union's responsibility to design an appropriate remedy to demand from a joint grievance committee. By deadlocking the grievance all the way to the National Committee, the union can obtain the right to strike an irresponsible company—a tool which the union should be employing regularly in safety cases. But, don't expect any miracles from the Teamsters Union. Historically, Article 16, NMFA, and comparable provisions in other contracts have been useless except, on rare occasions, to secure reinstatement (usually without backpay) of drivers terminated for insisting upon their theoretical contract right to refuse unsafe equipment.

While it is doubtful that a joint committee could, or would, ''fine'' a carrier for operating a ''rolling junk yard'', there is no doubt that state law enforcement authorities may do so. These fines may give your company a little incentive to shape up. The U.S. Department of Transportation currently lacks the authority to fine carriers for such conduct. (TDU/PROD is lobbying intensively to enact a law giving it such authority.) However, the DOT can place your vehicle ''out-of-service'' and it can also prosecute your company for dispatching a dangerous vehicle—a criminal offense. Previously, the DOT could never prove that your company violated the safety regulations ''knowingly and willfully''—the standard required for criminal conviction. The VCR will now supply the necessary evidence.

When taking your safety complaints to law enforcement officials, bear in mind that you will not be endearing yourself to your company which may start hunting for some ''legitimate'' reason to get rid of you. Currently, there is no ''whistle-blower'' statute which would protect you although TDU/PROD is hopeful that such a law will soon be enacted by the U.S. Congress. Federal law does protect witnesses who testify, and state laws may, depending where you live, afford some protections.

"We Beat Them This Time"

Chicago Votes No on Flex

Despite an intensive campaign by Roadway management at Chicago Heights, rank & file Teamsters overwhelmingly rejected the company's flexible work week proposal on Wednesday, March 25, by a margin of 249-89.

The company's efforts to sell the flex included:

- Re-routing freight around Chicago. This has resulted in the layoff of about 40 men in recent weeks and cutting back on third shift on Saturday.
- Holding meetings with all employees, in groups of 10-15, to convince them that it was in their best interest to vote for the flex.
- Mailing personal letters to their homes in an effort to influence their families. Telling them that if they valued their job security they would vote for the flex.

Local 710 Backs the Company

According to many of the Teamsters who attended the compulsory sales sessions with the company, the behavior of their Local 710 Business Agent John Altpeter was shocking. While pretending to take a "neutral" position, Altpeter provided "interpretations" and promises that were aimed to generate a vote for the flex.

For example, when asked if a "yes" vote on the flex would mean an end to harassment on the dock, Altpeter assured the rank & filers that he would "twist some arms" once the flex was in. He also indicated that "times are tough" and that "things couldn't stay as they'd been" (He should take a look at the Roadway profits story on this page!).

TDU Organizes the Resistance

The company's tactics and Local 710's cowardice backfired. The men were furious. They called on TDU members at the Heights to help and on Sunday, March 15, about 150 Roadway Teamsters showed up at a TDU meeting to organize against the flex. They formed a committee to take care of communications and decided to put out a flyer on why people should vote no. Over 75 of them joined TDU on the spot. The result: when the vote came, a week and a half later, the rank & file were united and determined. They voted the flex down in a landslide.

Local 710 Tries to Take Credit

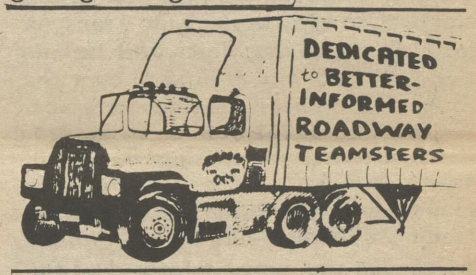
After the vote, Local 710 officials tried to change their tune. At the March 29 union meeting, William Joyce, Secretary-Treasurer of Local 710, said that he, too, would have voted against the flex! He went on and on about how terrible Roadway was and how their harassment must be stopped. Maybe he forgot that it was his BA, Altpeter, who he appointed and who he supervises, who was going along with the company the entire time they were selling the flex. Where were the tough speeches about Roadway then?

SOLIDARITY STOPS THE FLEX. Chicago Roadway Teamsters gathered on March 15 to organize against the flex. A group of Roadway Teamsters from Indy came up for the day to explain how they had defeated the flex and to help their Brothers in Chicago.

Joyce's tough talk was designed to stop the spread of TDU in Chicago. He saw how by making a mistake on an issue like the flex he could watch a huge barn become a TDU stronghold overnight. With the flex issue coming up at McLean he was determined not to repeat this mistake. That's why he waved around a "Vote No" button that the McLean employees had circulated as their response to the flex. He bravely assured the members that "You won't get this thing unless the people vote for it."

But the new TDU members at Roadway were not impressed. They had seen too much. "We used to hear that kind of talk at Roadway," one told **Convoy-Dispatch.** "'But when the crunch came we found our BA sitting with the company. If push comes to shove at McLean they will find out just how 'tough' Joyce & Co. are."

The big problem now at Chicago Heights is how to stop the company from re-routing freight around the terminal. Already rank & filers in Toledo, Tannersville, Springfield, and other points in the system have contacted rank & filers at Chicago and let them know that they are getting Chicago trailers.



The danger is that with Roadway re-routing the freight some members may feel compelled to "reopen negotiations" with the company. This sentiment, while understandable, would be disastrous. It is precisely through the tactic of holding vote after vote, of week upon week of negotiation, that Roadway and other freight companies have been able to get the flex—on their own terms.

"We beat them this time around," said one dockworker. "But we can't let them push us back with more votes or negotiations. We have to keep organizing and putting the pressure on the union and the company so that we keep our conditions and our jobs at the Heights."

Big R Newsline

TOLEDO. Officials in Teamsters Local 20 continue to stall on endorsing the rank & file resolution against Production Cards. The resolution, which has passed at several previous meetings, was unanimously backed again at a March 8 meeting of Roadway Teamsters. Local 20 officials have taken the position that until they see something in writing from Scranton Local 229 they will not authorize Local 20 to take a stand on this issue. They are pretending that the Production Card Resolution was never passed in Tannersville. Should Tannersville officials get in touch with Local 20 officials, they no doubt will come up with another excuse.

ROADWAY'S PROFITS were the highest of any freight company in 1980 and its revenue was the largest as well. Roadway's revenue totaled $1,153,500,000 in 1980, up 5.2% over 1979 despite the recession. Roadway's profits constituted an ever larger share of that revenue. For every dollar of revenue 10.9c represents a profit for Roadway. This brought Roadway's after-tax net profit to $69.4 million, up 21% over 1979. Now, do they really need the flexible work week?

INDIANAPOLIS CORRECTION. In February's issue the article "Indy Teamsters Beat Flex 142-22" contained two errors. We reported that a member was ruled out of order by Local 135 President Loran Robbins. In fact he was asked to sit down and wait. Also, it was reported that Robbins cited Louisville as willing to give the flex. In fact Robbins stated that the Southern Conference already had the flex. These corrections do not affect the main news of the article, which reported the overwhelming vote against the flex despite the efforts of Roadway and Loran Robbins to "sell" it.

SOUTH CAROLINA. Roadway management is pushing the production cards to outer limits at the Greensville Terminal. They are insisting that every dockworker fill out the card so that every time they go to the bathroom it is indicated on the card. This was too much for several of the Local 28 Teamsters who refused to sign such a card. They were given suspensions by the company and promises by the local that the "grievance procedure would take care of the problem." It is just one more example of how our Union has failed to fight for job conditions at the terminal-level and passed the buck upstairs for an easy out. And it shows how once management gets the upper hand — in this case a signed production card — they will use it to the hilt.

ROADWAY "VOIDS" DOT REGS. Several road drivers, including one steward have recently contacted TDU regarding Roadway management's attempt to disregard the DOT regulations on hours of service. It seems that at some boards, drivers are being ordered to log **any delay time in any terminal as off duty.** Drivers are assured they will still be paid, but management wants more hours of work per week. The DOT regs say off duty time must be time when a driver is "not required to be in readiness to work or is not under any responsibility for performing work." If this is a problem in your area, please contact TDU right away.

Production Card Fight Builds

At the general membership meeting of Local 229 in Tannersville on March 15 the motion against Roadway's usage of production cards was resubmitted with an important addition. The motion once again called for coordination between the locals in the Harrisburg, Hagerstown, Tannersville Triangle—as had been the position of the Local in the past. But the motion also called for inclusion of the IBT Locals in the Carolinas as well.

BA Peter Fiore reported that Frank Wood, President of Joint Council 9 in Charlotte, North Carolina, had contacted him concerning the motion. Fiore suggested that if the motion was resubmitted so as to include the Carolina locals that they would become active in the efforts to oppose the cards. The motion was then resubmitted—and passed unanimously.

What Fiore failed to say is that Wood is also Secretary-Treasurer of Local 28 in Taylors, South Carolina. TDUers at Roadway are quite active in this Local—and they are quite active in their efforts to fight the production cards. Rank & file pressure was clearly an important part of building this new support for the Resolution to stop the production cards as it has been from the start.

Special Convention Section

Within the last few weeks alone, our Union has stood by and sanctioned setback after setback. In New Jersey a 1300 worker plant decertified the Union. In the Central and Eastern Conferences, truck drivers' strikes were sold out by the International. More and more employers demanded — and received — monetary "relief". Yellow Freight began a major change of operations that dislocated Teamster families from LA to New England. And tankhaulers in Chicago were forced to accept a substandard percentage pay agreement.

New Jersey Local 177 Teamsters on Strike

N.J. Drivers Strike

On March 17, 65 members of New Jersey Local 177 went on strike against TRI-POWER, a leasing outfit which handles the furniture delivery operation of Bamberger's department store. They were striking after having rejected a renegotiation of their contract which would have taken them out of the National Master Freight Agreement. The proposed 'contract' would have provided for no overtime, piecework (pay by the stop), a wage cut of 35% to 50% and reductions in vacations and benefits.

This deal was 'negotiated' by Local 177 Secretary-Treasurer, Mario Perucci—by himself. At the meeting where the contract was rejected, only the most senior members were allowed to vote. Only Secretary-Treasurer Perucci had a written copy of the proposed contract. Nonetheless, it was voted down by a 28-4 margin on March 12.

The contract was being renegotiated because Bamberger's was changing the leasing outfit it had been using—Mack Transportation. Earlier this year, Mack—which itself had tried to get out of the NMFA—said that it was no longer profitable to continue operating at Bamberger's. On the last day of their operations, March 14, Mack laid off all their drivers. The new leasing company, TRI-POWER, refused to hire them on any but the most unacceptable conditions. The new company then used scab drivers who had already been hired by Mack supervision for TRI-POWER while Mack was still in business.

Perucci tried to sell the contract again on March 16, but failed. At this point the International Union, in the person of Al Barlow, special assistant to Frank Fitzsimmons, entered the picture. According to the drivers, he told them that the International Union would not sanction a strike and that they had just missed an opportunity to get their jobs back.

Drivers Strike Without Sanction

The drivers responded by striking **without** sanction from the International. They maintained picket lines outside Bamberger's facilities in Edison and Bloomfield until an NLRB order forced them to take down their lines. Bamberger's was able to win this injunction because they claimed that the drivers had no dispute with Bamberger's—only with Mack, or TRI-POWER, or neither and so must stop picketing. And the NLRB bought their story. But as **Convoy-Dispatch** goes to press the men are still holding firm and are determined to win.

Yellow Change Of Operations Hits 700

Yellow Freight Systems is about to implement a massive change of operations affecting some 700 of its employees. The most dramatic effect of the change will be the closing of the Effingham, Illinois terminal. The bulk of the work will be relocated to Chicago. Throughout the system, most employees have about 30 days to sell their homes.

Yellow hopes, through this and other schemes, to drastically increase its volume. The company's goal is to add 75 facilities in 1981. (The company currently has 274.)

While Yellow management can be expected to want to increase their business by whatever means they can, the Union should clearly have done a better job in protecting its members. Surely forcing people to sell their homes on such short notice is not a 'responsible' price to pay for working in the trucking industry.

These sellouts, described in this issue of Convoy-Dispatch, **are only a few of the most recent examples of why our Union needs to be rebuilt from the ground up. Of why we need to have unity between Locals instead of dog-eat-dog division. It is the reason why the reform of the International Union is so important. And it is why TDUers from around the country will be raising their voices at the IBT convention on June 1, demanding that our Union be returned to the membership so that we can begin to rebuild.**

Percentage Pay Hits Chicago Tankers

By Mike Belzer
Local 705
Transport Service Driver

Local 705, Joint Council 25 President, and International Vice President Louis Peick has demonstrated the kind of bold new leadership that our union so sorely needs.

In January and February at the Local 705 union meetings, Brother Peick courageously spoke out against the non-union companies. He identified them as the main threat to the Teamsters Union and developed a strategy to fight them. Brother Peick's clearheaded reasoning goes something like this:

The problem: non-union companies save money by working their men on a seven-day work week without premium pay on weekends. They work on a piecework basis better known as incentive, bonus, or percentage pay.

The solution: offer union companies the same deal!

Since Peick has found it impossible to organize non-union companies into the union he has decided to bring the union down to their level. For example, Peick has repeatedly tried to get the workers in 705 to go on flexible work weeks and starting times in order to eliminate overtime pay. Recently, Peick offered incentive pay to UPS because, as everyone knows, UPS would be on the verge of bankruptcy if it doesn't get this giveback.

705 Sells Out

Now Peick has taken another daring move. LCL's tank division has fled its old home in Elkhorn, Wisconsin. This is because Brother Peick has signed a percentage contract at 26%. No loading, unloading, or breakdown pay. Just 26% of whatever LCL decides the rate will be.

This gives LCL, as a major midwest tankhauling company, a competitive advantage over other major carriers who are paying miles and hours. This sellout has already put pressure on the other companies in Chicago to start looking for concessions from their employees. So a union company is paying non-union scales that will put union companies out of business!

CBS Decertifies IBT

On April 1, 1308 employees at CBS Records in Pitman, N.J. left the Teamsters Union. This was the result of their having decertified IBT Local 676 by an 18 vote margin—534 to 516—on February 19.

Local 676 had only been in the plant for three years but there had been strong dissatisfaction from the start. This dissatisfaction was not limited to a frankly anti-union clique—which never stopped agitating against the union. A large number of employees were simply disgusted by what they saw as the poor representation that they had been receiving from the Local.

For example, their grievance procedure, which Local 676 officials touted as "Specially Designed for CBS" actually **barred** the employees from the hearing where their grievances were to be discussed and decided. Complaints about poor representation on safety and health were common. Most important, the members had little confidence that the Union would back them up in a pinch if their jobs were threatened. And there hadn't been a shop meeting at CBS to discuss these issues in the entire three years Local 676 was in the plant.

Because of the poor representation in the plant, several employees had joined TDU. The TDU members campaigned actively to save the Union. They put out an effective flyer urging their fellow employees to vote "YES" (for the Union). This flyer was even praised by the Chief Steward (a full time business rep) who was loyal to the officials and otherwise hostile to TDU.

But the efforts of the TDUers in the plant weren't enough to stop the well-planned company sales job. Employees were faced with the threat that their jobs would be transferred out of the plant. Already many were on layoff. And the company was able to manipulate this situation so that the Union was blamed for the loss of work. "Work is slow and the union will only drive out jobs" was the argument of the anti-union people. (In fact, CBS's profits were up 42% in the past year).

Bureaucratic Unionism to Blame

While management was clearly behind the decertification vote, it is clear that some responsibility must be borne by the officials of Local 676. When the Union warned employees that they would lose their job security, many just shrugged. They asked themselves what kind of job protection they were in fact **losing** if they lost Local 676.

What happened at CBS was just the latest example of what happens as a result of the ineffectual, bureaucratic unionism that has poisoned the IBT: it kills the Union. And it's just one more reason why we as rank & filers need to speak out in Las Vegas at the IBT Convention to turn this union around.

Special Convention Section

ON JUNE 1-5 THE INTERNATIONAL CONVENTION OF OUR UNION WILL BE HELD IN LAS VEGAS, NEVADA. Rank & file Delegates and Officers, supporting a Program for Change, will be there from across North America. Backing them up will be many rank & file Teamsters who will be traveling to Las Vegas—with a crucial job to do.

•**ACTION INSIDE THE CONVENTION HALL.** As TDU Officers and Delegates speak out on proposals to make our union more democratic, rank & file Teamsters will be kept as close to the Convention proceedings as possible.

•**ACTION OUTSIDE THE CONVENTION HALL**. Rank & File Teamsters will be lobbying delegates to the convention. Explaining the changes we need and why we need them **now.**

•**TEAMSTERS MEET THE PRESS.** The national news media will be converging on Las Vegas, giving you the chance to tell **your** story, boosting everything you do back home to win better representation in you Local Union.

HOUSING COSTS: SPECIAL LOW TDU RATE

We have room reservations at the **Silverbird Hotel and Casino** on the "Strip". It's within walking distance of the Convention Center. Thanks to TDU's Special Low Group Rate we can reserve a room for you for as little as $26.50 for a single or double room, $31.80 for 3, or $37.10 for 4. But these rates are only available if you register through TDU—and we can only guarantee them if you **register before May 13.**

FOOD COSTS

The Silverbird has one of the best buffets in town. The food is very good and there's plenty of it. Breakfast is $1.49, lunch is $1.95, and dinner is only $2.95.

RANK & FILE ACTIVITIES

Join TDUers from all over the country for cocktail hour at 5 p.m. on Sunday, May 31st at the Silverbird Hotel. TDU registration will take place at the same time. At 6 p.m. there will be a buffet dinner for $7 per person. **You must register ahead of time to be included in this meal.** The first TDU Caucus Meeting will begin right after dinner at 7 p.m.

SPECIAL ACTIVITIES

In addition to the many shows offered in Las Vegas showrooms and lounges, TDU will have several media presentations about the rank & file movement. We will also help organize two tours: to the Hoover Dam, and a Desert Tour. Many other tours are available out of Las Vegas. Overnight trips to the Grand Canyon start at $60.

TRAVEL COSTS

For those driving to Vegas, there is ample **free** parking for cars and campers. For those flying, bus and limousine service is readily available from Las Vegas Airport to the Silverbird Hotel for $2.50. The chart on airline prices (below) is given as a guideline only. We can't guarantee these prices.

TRAVEL TIPS FOR THE CHEAPEST FLIGHTS

Different airlines have different "deals." In almost all cases, you have to make a reservation and pay for your ticket at least 14 days in advance of your departure if you want to get the cheapest fare (sometimes called a 'super-saver'). You should call right away and figure out the best ticket price from your area. Always ask for the cheapest fare, as they don't always tell you about it. Also, check the cheapest days to travel. Travel agencies sometimes even have cheaper flights if you leave on a Sunday and return on a Thursday, for example. In any case, make your reservation **as soon as possible** to save money.

WEST COAST CONFERENCE, TOO

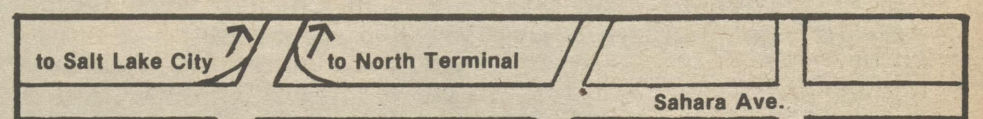
On page 8 you can find more information on the West Coast Conference. The Conference will be on Saturday and Sunday, May 30-31, just prior to the opening of the IBT Convention in Vegas. We hope that many of you will join West Coast TDU members for the Conference. Driving time is approximately five hours from Vegas to the Conference site in Claremont, CA.

YOU CAN FLY TO THE CONFERENCE FOR THE SAME PRICE AS VEGAS

From most places in the East and Midwest you can fly to Ontario Airport (**not** LA International Airport) to attend the Conference, and have your return flight from Vegas, for the same price as a round trip to Vegas. For example, from Detroit you can fly United to Ontario and return from Vegas for only $298. You could then fly from Ontario to Vegas at the end of the West Coast Conference on Sunday, May 31st, or ride with West Coast TDUers in a car caravan to Vegas. Be sure to notify the TDU Office ahead of time if you want to ride by car or bus from the West Coast Conference to Vegas. (Flights between Ontario Airport and Vegas are $68 round trip or $52 one way on Air California or Air West.)

FIRST DAY IN VEGAS

5 p.m. Cocktail Hour & Registration
6 p.m. Buffet Dinner[Make reservations with TDU]
7 p.m. First TDU Caucus* Meeting for 1981 IBT Convention
*There will be a caucus meeting each evening. Time to be announced.



Round-Trip Flight Information

City of Departure	Destination Vegas		Destination LA Ontario Airport	
DETROIT	Frontier	$275	United	$427
	United	298	American	427
CHICAGO	American	306	United	440
	United	381		
CLEVELAND	American	360	American	441
			American	338
NEW YORK	TWA	348	United	338
	United	390		
PHILADELPHIA	TWA	390	United	368
	United	342	United	427
PITTSBURGH	TWA	342	American	427
	American	292		
SAN ANTONIO	Continental	250	American	291
	American	300		
ST. LOUIS	Frontier	260	TWA	400

REGISTER FOR VEGAS BEFORE MAY 13

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Local No. _____

Arriving by _____ (method of transportation) When? _____ (day & date)

Arriving alone or with a group? _____

Other members of your party? _____

_____

_____

Wish to share a room with _____

_____

Hotel Rooms at Silverbird		Sat	Sun	Mon	Tue	Wed	Thu	Total
Single & Double	26.50	___	___	___	___	___	___	_____
Triple	31.80	___	___	___	___	___	___	_____
Quad	37.10	___	___	___	___	___	___	_____

		No. of Persons	
Sun. PM Dinner	7.00	_____	_____
		Total	_____

Are you interested in joining other TDU people on side trips to Hoover Dam and/or a Desert Tour? ☐ yes ☐ no

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: (313) 842-2600

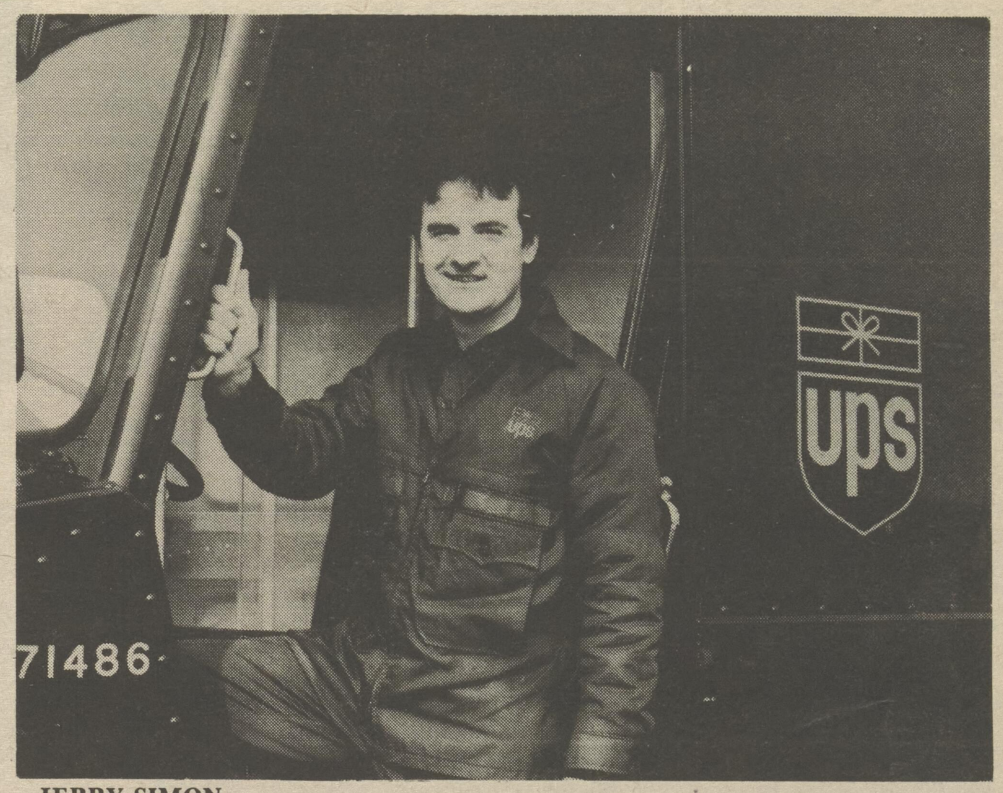
vention Section

Special Convention Section

FROM NEW JERSEY TO CALIFORNIA, TDUers ARE COMING TO VEGAS. They are coming from every section of the Teamsters Union, to make their voices heard as to why we need to bring this union back to the rank & file members. On this page you will find the statements of a few of those Teamsters. Here they tell in their own words why they are coming to Vegas. The Teamsters pictured below are from the East and Midwest—quite a ways from Nevada. And they all make a simple point. While it is quite a trip, and an expense, to attend the IBT Convention it is something which is of vital concern for Teamster members who are tired of watching their union go downhill, their contracts eroded, and their job security threatened. As Jerry Simon[right]says: "Can you think of a better cause?"

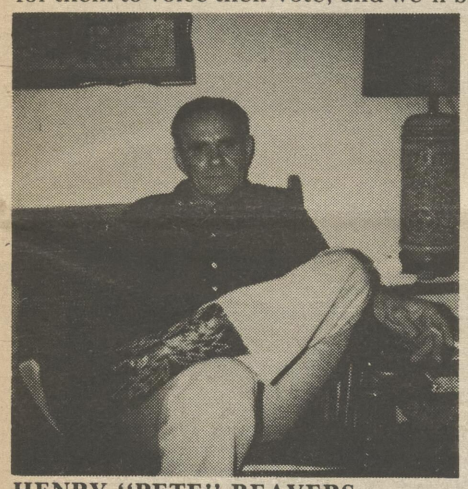
DAVE ANDERSON
Local 407, Cleveland, Ohio, Consolidated Freightways

I've been talking about the Convention with the guys at work and there should be about a half dozen coming from my terminal alone. We've been checking all the different ways to get there: bus lines, airlines, renting a camper, anyway we feel we can get there. One of the guys I work with told me, "If it takes two weeks, I'll walk it." It's that necessary. We have to voice our opinion, if not in the Convention itself, then we'll do it just by being there. We always hear our local officers say, "It's hard for us to do anything because of the International." This Convention is the time for them to voice their vote, and we'll be there to see if it was just talk all along.



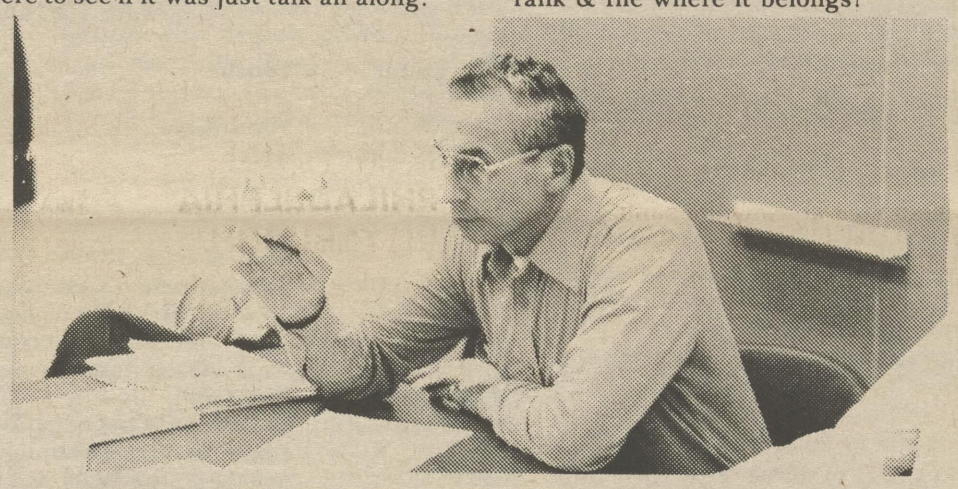
JERRY SIMON
Local 20, Toledo, Ohio, UPS Chief Steward [Sandusky]

I feel it is my duty to go to the IBT Convention to show support to the TDU. Can you think of a better cause than trying to bring the Teamsters Union back to the rank & file where it belongs!



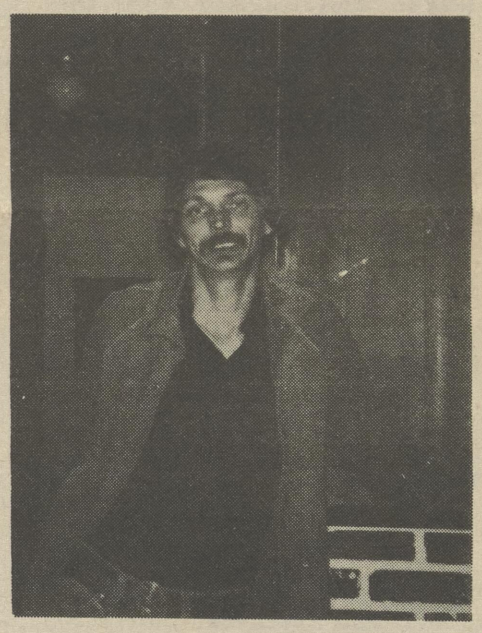
HENRY "PETE" BEAVERS
Local 988, Houston, TX, Chemical Leaman Tank Lines

I'm looking forward to meeting other Teamsters from around the country. I'm going to Vegas to find out what can be done to improve our contracts and safeguard our pension fund. I'll see you there.



FRANK GRECO
Local 478, Edison, N.J., Consolidated Freightways

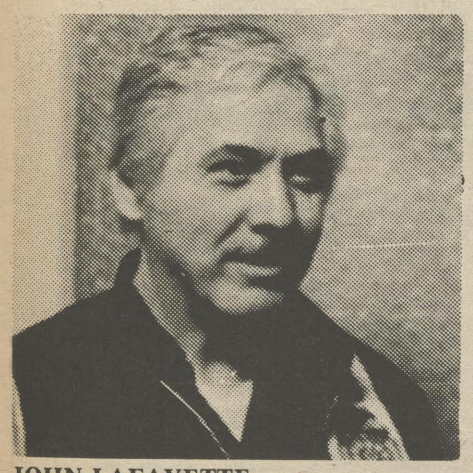
Over the years it has cost my family thousands of dollars to fight the war against discrimination, lack of contract enforcement and representation, intimidation, corruption, pension and health fund rip-offs, and the many evils that inhibit the Teamster members' daily lives. Coming to Vegas is another step in the war to democratize our Union and rid it of corruption. Fear will not shut all of us up. The criminal element within our union that claims to represent the rank & file and our families' interests has to learn that. Too much fear and not enough democracy is destroying the I.B. of T. Keep the wheels of democracy rolling by joining TDU in Las Vegas.



KEN COOK
Local 371, Rock Island, IL, Yellow Freight

I, like most of the other Teamsters I've talked to, am tired. We're tired of seeing our union, the strongest union of all, crumble. It's time to stand together and be heard. If enough members come to the Convention in June maybe we can get through to a few of the people at the top. It's time to get the membership united again, instead of every man for himself. So many people do not want to get back to the basics of our union enough, we soon won't have a chance. Remember, it's **our** union and **our** pension fund and **our** contracts that are at stake. So don't sit home and applaud what others are doing for you. Get in there and help keep our union **ours**.

(Editor's note: Quad Cities TDU, based in Ken Cook's local, will be sponsoring a bus to Las Vegas. It will be picking up Teamsters along the way. If you are interested in going on the Rank & File Bus to Vegas you can call the TDU office in Detroit or write direct to the Quad Cities chapter: Las Vegas Trip, c/o Bill Harmon, Quad Cities TDU, PO Box 3584, Davenport, Iowa 52801).



JOHN LAFAYETTE
Local 299, Detroit, MI, Associated Truck Lines

In 1976, only one rank & file member stood up with constructive proposals to improve our Union. We all have a big stake in the Union and the members need to stand up to those officials who just use our dues for huge salaries, pensions and expenses. That's what I will try to stand up for in Vegas—the members.

AARON KESNER [left]
Local 705, Chicago, Glendenning Motorways

I'm going to be in Las Vegas to express my views that my Local Union and its officers are not fairly representing the members, trading off grievances, disallowing back pay and benefits, and failing to fight the flexible work week. I've been a member of TDU since it got started here in Chicago, and I believe that it is important that we not let Fitzsimmons, Peick, and the rest think that the Convention of our Union is just a big party where they can ignore these real problems that we, the members, are facing.

Special Convention Section

- **The first-ever** West Coast Conference called by and for rank & file Teamsters to discuss our common problems . . .
- **Learn** from rank & file leaders — Teamsters who have something to teach other Teamsters . . .
- **Unite** with Teamsters from around the Western Conference and beyond who are working hard to reform our union and to tackle the problems that face us as Teamsters . . .
- **Prepare** for the IBT Convention which begins June 1 in Las Vegas . . .

The West Coast Conference is being held at Scripps College in Claremont, CA. It is 15 minutes from Ontario Airport and has ample parking space for cars and campers. Save money by staying in the very attractive and comfortable dormitory rooms — mostly single rooms, although some have 2 single beds. If you wish to stay in a nearby motel, call Howard Johnson's, Rodeway, or Griswold's. If you arrive early on Friday, come meet TDUers from the Los Angeles area, enjoy the beautiful surroundings, and take a swim. Friday evening we will have early registration and a social gathering.

Workshops

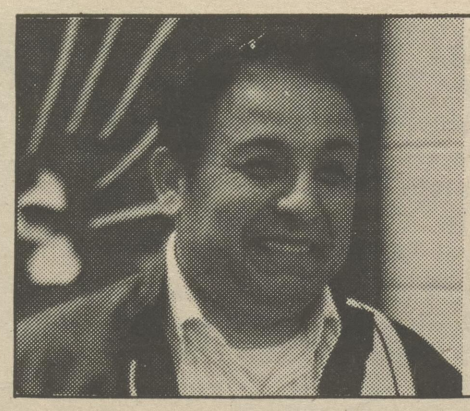
1. **KNOWING YOUR BYLAWS AND USING THEM IN ORGANIZING**
   How to identify key sections of your local bylaws, and make sure they are applied properly. How to change your bylaws to win new rights.
2. **LEGAL RIGHTS FOR THE RANK & FILE**
   Learn your rights in the union, on the job, and as a rank & file activist.
3. **BEING EFFECTIVE AT UNION MEETINGS**
   Learn to get your point across more effectively and not be ruled out of order.
4. **WIVES' PARTICIPATION IN TDU**
   Learn what wives are doing to build the Teamster reform movement. We will explore ways of involving more wives and keeping them informed.
5. **USING THE GRIEVANCE PROCEDURE AND ARBITRATION — WESTERN CONFERENCE EMPHASIS**
   Understanding the grievance procedure and using it more effectively, whether yours goes to arbitration or the Joint Western Area Committee.
6. **HOW TO USE AND BUILD TDU IN YOUR SHOP OR AREA**
   Learn how to build membership, keep people involved, and overcome apathy.
7. **ORGANIZING FOR A BETTER CONTRACT**
   Learn how to get input into local contracts and bargaining. How local chapters can have influence.
8. **ORGANIZING THE UNORGANIZED**
   Throughout the West the union is losing ground in basic Teamster jurisdictions. Viking is only the most glaring example. Unless this trend is reversed, more and more concessions and loss of Teamster jobs is inevitable.
9. **ORGANIZING FOOD INDUSTRY TEAMSTERS — particular emphasis on cannery and frozen food workers.**
10. **NATIONAL MASTER FREIGHT AGREEMENT IN 1982 — WESTERN CONFERENCE EMPHASIS**
11. **UNITED PARCEL SERVICE 1982 CONTRACT — WESTERN CONFERENCE EMPHASIS**

Se celebrara la primera conferencia de TDU (Teamsters for a Democratic Union) en el oeste de los estados unidos en el Scripps College in Claremont, California (cerca de Los Angeles) el 30 y 31 de mayo de 1981. Esta conferencia tiene dos objectivos. Primero, los miembros de TDU se preparan papra la convencion de los Teamsters que empezara el 1 de junion en Las Vegas. Segundo, los miembros de TDU tendran la oportunidad para aprender como protoger y fortalecer los derechos de los trabajadores en nuestra Union y en nuestras fabricas.

Tendremos juntas sobre los derechos legales de los trabajadores; el procidimiento de las quejas y arbitracion; y las preparaciones para los negociaciones de contratos laborales. Tambien habran juntas especiales sobre los problemas de los trabajadores en las canerias y las fabricas que procesan comida.

Para los miembros de TDU que hablan espanol, habran traductores durante nuestra conferencia.

Las personas que tengan interest en esta conferencia deben registrarse. La cuota de registracion es: $25 para el sabado; y $30 para el sabado y el domingo. Tambien hay algunos cuartos disponibles al alcanze. Para personas que ganan menos de $10,000 en un ano, hay becas especiales.



PETE ELIZALDE
Watsonville, CA. Local 912

I am going to the TDU West Coast Conference because I want to meet the rest of the people who are in the same struggle we area. We need to talk over our problems.

Quiero ir a la Convencion de TDU para conocer la gente que esta en la misma lucha que nosotros. Y placiticar los problemas que estamos teniendo.

Conference Agenda

FRIDAY

7 p.m.	**Early Registration and Social**

SATURDAY

8:30 - 10 a.m.	**Registration**
10 - 12 noon	**Main Session: Fight to Save Jobs, Contracts, and Conditions** **Welcoming Remarks:** Doug Allan, Yellow, Trustee Local 208, Los Angeles **Chair:** Jim Jordan, Insured Transporters, Local 490, Vallejo, CA **Speakers:** John Lattanzio, Silver Eagle, Local 690, Spokane Jim Watzek, Safeway, Local 315, Richmond, CA Bill Huff, UPS, Local 396, Los Angeles Tom Salinas, Roadway, Local 657, San Antonio, TX Ken Paff, TDU Organizer, Detroit
12 - 1 p.m.	**Lunch**
1 - 2:45 p.m.	**Workshops**
2:45 - 3:30p.m.	**Break**
3:30 - 5:15 p.m.	**Workshops**
5:15 - 7:15 p.m.	**Main Session: Rank & File Organization for the IBT Convention** **Chair:** Charis Moore, UPS, Local 315, Martinez, CA **Speakers:** Pete Camarata, Local 299, Detroit Jack Vlahovic, Local 213, British Columbia, Canada Jerry Bliss, Secretary Treasurer Local 337, Detroit Doug Allan, Trustee, Local 208, Orange, California
7:15 - 8 p.m.	**Cocktails**
8 - 9:30 p.m.	**Dinner and Guest Speaker** **Chair:** Bob Ellerman, Local 952, Los Angeles **Speaker:** Stan Weir, Instructor of Shop Stewards Courses in Grievance Handling and Collective Bargaining; former professor, University of Illinois
9:30 - 12 a.m.	**Cash Bar and Entertainment**

SUNDAY

8 - 9:30 a.m.	**Breakfast and Rally for IBT Convention** **Chair:** Bilal Chaka, Local 692, Los Angeles **Rally Speaker:** Bill Slater, Vice-President, Local 468, Oakland
10 a.m.	**Car Caravan leaves for Vegas**

WEST COAST CONFERENCE MAY 30-31

Register by May 18

Register *before May 18* to get a $3.00 reduction in registration fee.

Name _____

Address _____

City_____ State_____ Zip_____

Phone_____ Local No._____

If registering for others, please give same information.

Those traveling over 600 miles one way get $5 off registration fee.

Mail to: TDU, Box 10128, Detroit, Mich. 48210
Phone: 313-842-2600

If you are from the West Coast area & registering by mail *after* May 24th, send your registration to: TDU, Box 1868, Lynwood, California 90262.

CONFERENCE REGISTRATION		**# of persons**	**Total**
Saturday only	25.00	_____	_____
Saturday & Sunday	30.00	_____	_____
HOUSING (per person cost)		**# of persons**	
Saturday only	9.90	_____	_____
Friday & Saturday	19.80	_____	_____
CHILDCARE		**# of children**	
Saturday only	10.00	_____	_____
($6 for each additional child; fee includes meals and any outings)			
		Total Amount	_____
Less $3 deduction for early registration and/or $5 reduction in conference fee for those traveling over 600 miles one way.			_____
Date		**Total Amt. Paid**	_____

Special Convention Section

Within recent weeks there has been report after report of criminal wrongdoing in our union. These revelations are hardly new. But it is depressing that the regularity of these scandals never ends. They are confirming proof that the International Union has endorsed the presence of indicted and convicted embezzlers, payoff artists, and even murderers in its ranks. They are just one more reason why the voice of the members must be heard at the IBT Convention in Vegas this June.

Dalton Convicted of Racketeering

TIP OF THE ICEBERG? Neil Dalton was convicted of racketeering. Evidence in the trial indicated that other locals in Detroit, Grand Rapids, Cleveland and other areas may be involved in the same scam.

Neil Dalton, Secretary-Treasurer of Saginaw Local 486 and a member of the Michigan Joint Council Executive Board, was convicted on April 1 of stealing $32,000 of the members' money and splitting it with one of the BAs.

Dalton, who also serves as chair of various grievance committees, had been charged with 16 counts of racketeering and embezzlement—and 15 counts stuck.

Dalton stole the money by overpaying Lasalle Distributing Co. and its successor, Lasalle Incentive Co., and then picking up the difference as a kickback. In tapes introduced as evidence in the trial, Dalton himself admitted that the Detroit-based firm was a front for organized crime.

One of the most startling revelations of the trial, however, concerned allegations that Dalton grossly manipulated last Fall's elections in Local 486. Fred Beythan, who ran against Dalton in the election, said during the trial that it wasn't his idea to become a candidate.

"Mr. Dalton told me to run," said Beythan. "He told several of us to sit down and figure out how to run the union because he was going to jail."

Beythan claims that Dalton later changed his mind and the election turned into a three-way race between Dalton, Beythan, and TDUer Dan Campbell. But if Beythan's first allegation is true, it means that the only real opposition to Dalton in last Fall's election was Campbell, who works at UPS' Mt. Pleasant facility.

Dalton's future is thrown into uncertainty by his conviction, and officials at Local 486 refused to comment on Dalton's career when contacted by **Convoy-Dispatch.** Dalton could face up to20 years in prison and a $25,000 fine. He will also be barred from holding union office for five years, pending appeals.

TDUers Say: Dalton Off Panels Now!

Since Neil Dalton is not just another Local president, but is the chairman of several major grievance panels in Michigan, his continued presence in positions of power is a statewide issue.

TDUers around the state plan to demand his removal if he decides to appeal his racketeering conviction and hold on to his power. Thousands of people's jobs and pensions depend on those grievances panels.

Our Michigan officers may say Dalton should be considered innocent until all appeals are exhausted (isn't it interesting how they have this principle for themselves but not for the rank & file?). Fine. Let him have his inflated salaries, just suspend his power over us, the working Teamsters. Dalton has engineered enough sell-outs, and let enough of our brothers and sisters go down the drain at the freight, trucking, and industrial panels he sits on.

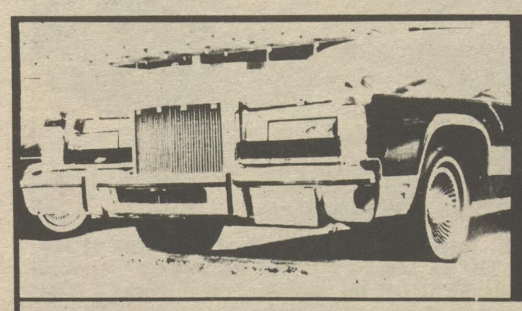
Why Won't they Stop Rudy Tham?

As **Convoy-Dispatch** goes to press, Rudy Tham is about to be chosen President of Northern California Joint Council 7. Tham's record that earned him this job includes:

- Conviction last year of embezzling funds to 'wine and dine' organized crime figure Jimmy 'the Weasel' Frattiano to discuss possible deals. (Tham is appealing.);
- As IBT General Organizer and Secretary Treasurer of Local 856, Tham has 'earned' salaries and expenses in 1979 of $98,323. In addition, his wife and son are on the union payroll.
- Tham is widely known in the Bay Area for scabbing on strikes. Most recently in a hotel workers strike he told his members (desk clerks) to cross the picket lines.

The real sad news in this story is that there was no serious opposition to Tham for the job. Several locals in the San Francisco Bay Area have a long tradition of strong and democratic unionism. Their officers will privately wring their hands over having Tham as the spokesman for Northern California Teamsters. But what did they do to stop it? Nothing.

Teamster members in the Bay Area who are distressed at having a man like Tham should go straight to their local officers, who elected him, and demand to know why.



YOUR DUE$ PAY FOR THI$?

GORDON GRUBB INDICTED FOR PAYOFFS. On February 3rd, Gordon G. Grubb was indicted for a $25,000 payoff from the Philadelphia area employer, Canada Dry. At the time of the alleged payoff Grubb was President of Philadelphia Joint Council 53. Shortly after the indictment was issued, however, he was unseated from this position by John Morris of Local 115. But Grubb has continued to hold the position of Secretary Treasurer of Local 830. He is also currently appealing a 1979 conviction for embezzlement of $70,000 from the Local's credit union.

N.Y. STATE ACCUSES LOCAL 237 PRESIDENT OF $3 MILLION RIP-OFF. The N.Y. State Investigation Commission has charged Barry Feinstein, President of New York City Local 237, with aiding and abetting a $3 million rip-off of the Local 237 Health and Welfare Fund. The money was ripped-off through "premium overcharges" by two insurance brokers between 1972 and 1980 according to the **Wall St. Journal**. One of these brokers, a Mr. William Wallach, is a relative of Barry Feinstein through marriage.

ALBANY OFFICIAL INDICTED FOR MISUSE OF FUNDS. Nicholas Robilotto, President of Albany, N.Y. Local 294 was indicted in mid-March for using $126,588.34 in Union funds to pay his personal State and Federal income taxes between February 1977 and July 1978. The thirty-one count indictment also charges him with receiving duplicate expense payments totaling $4,802.19 for attending meetings of the N.Y. and Utica Health and Welfare Funds between March 1976 and January 1978. Robilotto is a Trustee of these Funds as well as the Local 294 Pension Fund.

HOW YOUR DUES BUY THE BOOZE AT VEGAS. "We'll need $100 from each delegate from this local, in cash." That is a common request at this time, made in many if not most areas of our union. The specific amounts and tactics for getting it vary, but the goal is the same — to amass a huge slush fund for the International Officers to use at the IBT Convention to throw cocktail parties, stage demonstrations with balloons, etc. It's illegal to take these funds for campaign purposes from the union treasury, so in many locals and Joint Council's Convention delegates are paid quite generously for their expenses—and expected to kick into the slush fund from the excess. Of course, this means it's from our dues.

Why are the Bosses More Welcome at the IBT Convention than Members?

A person who has been a Teamster all his working life may well be denied access to sit quietly as an observer in the Convention Hall when our IBT Convention opens on June 1 in Las Vegas.

Yet, chances are, that the employers of that very same Teamster would be welcome with open arms.

Is this unbelievable? Check it for yourself. Ask your BA or Local officers if you can be admitted to the Convention as a **guest** if you pay your own way to Vegas. Don't let them tell you there is no room — the hall can accomodate several thousand guests!

Employers Welcome

At the most recent IBT Convention, held in June 1976 at the same Las Vegas Convention Center, the following employer representatives, among others, were welcomed as guests:

Charles Buckridge, United Parcel Service
Daniel F. McKnight, United Parcel Service
Anthony Koback, Anchor Motor Freight
Richard Knapp, Anchor Motor Freight
James C. Hightower, Pennsylvania Truck Lines, Inc.
C. A. Waldron, Sears Roebuck
John King, Signal Delivery Service
Frank and Gloria Ann Bridge, Motor Carriers Labor Advisory Council (MCLAC)
Richard C. Scheidt, Montgomery Ward & Co.

This is a sample of the employer representatives who are welcome guests. Their employees, the hard working Teamsters whose work made their companies wealthy and whose dues made the Convention possible, may well be unwelcome.

Isn't our union supposed to protect us, the employees of such giants as UPS, Sears, and Leaseway against the arbitrary will of the corporations? Isn't our union supposed to be the adversary of the MCLAC in bargaining and in our grievance panels where members' jobs and pensions are on the line?

We think there is something wrong when our top union officers get their priorities so mixed up that they invite the employers and yet carefully 'screen' which of our own members may attend "our" union Convention.

ORGANIZES TDU BLAST IN MILWAUKEE: Ray Sells was the chief architect of the highly successful Dance held by Milwaukee TDU on March 21. Ray did this by insisting that the chapter work agressively to sell tickets BEFORE the dance. And it worked. The combination of the advance sales technique and hard work netted the Milwaukee chapter $1,100. And the 200 Teamsters and friends who turned up for the Dance had a great time while they were at it!

GOVERNMENT SUED IN TEAMSTER BEATING

The U.S. Immigration and Naturalization Service (INS) will be tried in Federal Court on charges of staging an unprovoked attack on Roy Gonzalez, a member of IBT local 679 in San Jose, CA.

The trial, which opens in San Francisco on April 27, stems from a raid which 16 INS agents conducted at Glorietta Foods on September 14, 1979.

On that day Roy, an electrician with seven years seniority, arrived at work at 7 a.m. The raid began minutes later, as non-uniformed agents ran through the plant arresting some 40 workers.

Roy is a U.S. Citizen, a family man, and a Vietnam Veteran. **But** he is brown skinned. Five agents attacked him and beat him so badly that he had to be hospitalized for two weeks.

Since the raid, Roy and the Cannery Workers Committee, a rank & file committee of Teamster members in this cannery local, waged a battle over the case and retaliated with legal action.

Glorietta Foods, the INS, and the City of San Jose were all named co-defendants. Glorietta has already settled and San Jose is trying to get off the hook. But the trial of the INS is coming up at the end of April.

For this last stage of the fight, money and public support are needed. The CWC invites all who can attend to come to the Federal Building in San Francisco for the opening day of the trial.

You are invited to contribute to the Roy Gonzalez Defense Fund, c/o Sacred Heart Church, 974 Palm Ave., San Jose, CA, 95110. Brothers and Sisters in the Bay Area are invited to attend the Roy Gonzalez Benefit Dinner on Friday, April 24 at Hardeman Hall in San Jose. For information please contact: 361 Willow St. #3, San Jose, CA, 95110; Telephone: (408) 293-9355.

MILLER BREWERS VOTE TO STAY IN LOCAL 391

On March 31 Teamsters at the Miller Brewery in Eden, North Carolina had a rare opportunity—to vote on which Teamster local they would be in. The vote was to stay in Local 391 rather than charter a separate Teamster brewery local, with 30% voting for the new charter. Unfortunately, some 500 people at the plant did not vote at all.

The vote was a result of a four month struggle by TDU members at the plant, who in December circulated a petition requesting such a vote and calling for a new local. 950 members signed the petition.

The petition and the movement for a new charter put a lot of pressure on both Local 391 and the International Union to do something. General President Fitzsimmons wrote to TDUers there assuring them of an "investigation" by national Brewery Conference head Charles Klare.

Klare finally arrived in Eden with three other representatives of the International—Organizers Bud Pero and Vince Murphy, and Ralph Wood, President of Fort Worth Local 997, which represents the Miller Brewery workers there. (Ironically, Local 997 is a brewery local of Miller workers and seems to be doing fine. The Eden plant will now remain the only Miller Brewery where the members don't have a brewery workers local).

The International people used scare-stories that a new local would be forced into a long and possibly disastrous strike. And they promised to improve the local situation and representation.

The biggest change was the appointment of a new BA right from the brewery, who was one of the initiators of the movement for a new local. Jack Cipriani has been in the plant every day since he became a BA. Also, Vince Murphy was assigned by the Brewery Conference to stay in Eden and help out for awhile. Many members felt that getting their own BA would lead to substantial improvement over Local 391's poor performance in the past, which TDU has been working to change.

"We've made some gains, and we've certainly made the International aware of our problems. Jack (the new BA) says he will work with the rank and file. We'll work together for the contract, and hope that the promised changes in the union come through," one active member reported. "We want grievances settled and not stalled. And we want the right to elect a strong rank & file negotiating committee."

The rank & file at Miller have fought hard to improve the union and stand up to an anti-union management. They were not strong enough to beat the International Union in the vote, but they have brought about some positive changes and they can be proud of that.

Sección en Español

English translations of these two Spanish articles are printed in this issue. The article on Watsonville is on page 1. The article on San Jose is printed below.

Watsonville

Aqui tenemos algo nuevo para usted! En Watsonville, la Mesa Directiva de Local 912, viendose en perdida en cinco TDU proposiciones en cambios de los Estatutos, simplemente se negaraon leer las proposiciones en su primer junta general despues que fueron legalmente sometidas.

Ellos violaron tanto la Constitución Internacional y nuestra Estatutos locales.

Por consejo de su abogado, en vez de leer los cambios propuestos, y dando oportunidad a los miembros a votar en ellas, los mandaron directo a IBT Mesa Directiva para ser revisados de su legalidad, o para mejor decir, par ser enterados y olvidados.

Que es a lo que le tienen miedo?

Nosotros dimos proposiciones democráticas de norma: elegimos nuestras propias representantes; elegimos comites de unión; el derecho de iniciar cambios en nuestras Estatutos en cualquier mes, nomas no en enero; una junta mensual de los miembros en la Local en vez de dividir la miembrecia en dos (2) juntas; el derecho de tener juntas bilingues en Español y Ingles.

Cuando estas propusetas pasen ellas harán nuestras fuerzas crecer en la miembrecia y la Local, aunque comos nosotros le hicimos saber al Presidente de nuestra Local, estos cambios no son oficiales hasta que Fitzsimons de el si. Así es que cual es el apuro al mandarlos a Fitz antes que nosotros tengamos la oportunidad de votar?

Eso es! Ellos no quieren darnos ninguna oportunidad a que votemos. Por que nosotros vamas a ganar, y la victoria creará su propia fuerza y se hará su propia autoridad moral—no tiene que ver los que Fitz decida hacer.

Pero en querer salir del apuro, los oficiales se han metido en mas dificultad. El 24 de Marzo en la junta de miembros pusimos cargos en contra del Presidente Local Fred Heim por violar la Constitución Internacional y los Estatutos locales por negarse leer las proposiciones. Cuando los cambios fueron leidos ellos fueron recibidos con fuertes aplausos.

Ninguna de nosotros tenemos ilusiones que nuestra Mesa Directiva, El Concilio 7, o el IBT hagan bien en este caso y que formalmente repriman a Heim por su acto inconstitucional y anti-democratico. Eso no tiene que ver. Sus acciones no han pasado sin ser notados por nuestros miembros. La manera en que es corrida esta Local al fin ha sido demostrada para que todos vean. Los oficiales ya no pueden esconder detras de puertas cerradas su desprecio a la miembrecía.

Pronto Fred Heim se enfrentará a un Juez afuera del IBT para explicar sus acciones. Pero mas importante, algun dia—quizas en Diciembre 1982 cuando se afrente la re-eleccion—Local 912 Presidente Fred Heim sentirá la ira de la miembrecía.

San Jose

El 27 de abril de 1981 el Servicio de Inmigración y Naturalización (la Migra) irá a Corte Federal en San Francisco. Agentes de la Migra han sido acusados de un ataque sin razón contra un trabajador de canería Roy González. Roy es miembro del Local 679 de los Teamsters en San Jose California. El Comité de Trabajadores de Canerías (CTC) de mismo local ha apoyado a Roy desde que este ataque acontecio.

Paso el 14 septiembre de 1979 mientras agentes de la migra llevaban acabo una redada para trabajadores inmigrantes. La fábrica donde Roy trabajaba, la Glorietta Foods #3, estaba en medio de su corrida más grande, es decir, tres turnos por siete días para cerca de 3,000 obreros.

Roy, un electricista con siete años de señoría, llego al trabajo a las 7 a.m..La redada comenzo minutos después. Mientras agentes, sin ninguna identificación, marcharon por toda la fábrica, arrestando a 40 obreros y causando pánico, uno de ellos arrebato a Roy. Roy González es un ciudadano estadunidense, tiene familia y es veterano de la guerra en Vietnam. **Pero** Roy tiene la piel morena. El reaccionó porque este tipo le había puesto mano, y al mismo tiempo no entendía que una redada estaba ocuriendo. Por haber resistido esta molestía, le brincaron cuatro agentes más y comenzaron a golpearlo hasta en el piso. Luego lo arrestraron fuera de la fábrica y lo hecharon a un auto.

Otros obreros, dandose cuenta del ataque, trataron de defenderlo, pero los agentes sacaron la pistola. Cuando estos perros rabiosos se dieron cuenta de que habian atacado a un ciudadano, trataron de cubrir su crimen. Pasaron a Roy a los policias de la ciudad, reclamando que **Roy** los había atacado. Como Roy estaba muy golpeado para arrestarlo, lo llevaron al hospital. Por dos semanas estuvo recibiendo curaciones para las cortadas, moretones, y un hombro dislocado como resultado de este choque.

Desde el ataque, Roy y el CTC han llevado una batalla legal y política contra la migra. La protesta pública causo que el gobierno parará sus redadas en canerías. Las communidades mexicana y chicanas han levantado fondos y han organizado ayuda legal para Roy. Pero la migra ha tratado de esconderse de la justicia. Hasta ahora!

Para la última parte de esta batalla se necesita apoyo amplio y fondos. El CTC pide que todos se reunan el 27 de abril en ella corte federal en San Francisco para apoyar a Roy. También pide que los que pueden donar al Fondo para la Defensa de Roy González, c/o Iglesia de Sagrado Corazón, 974 Palm Ave., San Jose, CA 95110. Y para nuestros(as) hermanos(as) en la area de al bahía de San Francisco, hacemos la invatación a la Cena de Beneficio para Roy Gonzáles, el-viernes, 24 de abril, en el Salón Hardeman (Calles Locust y Willow) en San Jose a las 6:00 p.m. ($6.00 cada persona). Para mas informacion llame al CTC, 361 Willow St. #3, San Jose, CA, 95110, telefono (408) 293-9355.

Steelhaul News

LOCAL 800 ELECTION. Steelhaulers Local 800 in Western Pennsylvania, the victim of trusteeship since November, 1979, may soon be freed from the dictatorship of the International Union. As we go to press, ballots are being mailed out to the 1300 members in a Labor Department supervised election. Local 800 is mostly steelhaulers, with about 200 dump drivers also under its wing. A Rank & File Slate is running for 5 of the 7 positions, with Jim Carroll, a company driver, and Moe Ostroff, an owner-operator, running for the two full-time positions. TDU has helped form this slate and is giving these five rank & file fighters its full support. Two of the former BAs have formed opposing slates while the former President is running alone for Secretary-Treasurer. The campaign has recently taken a vicious turn with the anonymous mailing of anti-TDU literature from the U.S. Labor Party to every member and signed by the "Concerned 800 Members". Somehow, these "Concerned Members" have managed to obtain a copy of Local 800's mailing list, even though the Labor Department is allegedly in charge. The rank & file slate will continue its efforts to win support based on their principles and 16-point program for change. A victory in Local 800 could be a big step forward for all the long abused and misrepresented steelhaulers and dump truck drivers.

72% LEASES. The NLRB has issued a favorable decision for steelhauler owner-operators in Locals 30 and 800 in Pittsburgh. Under the National Master Freight Agreement and Eastern Conference Area Iron & Steel Rider, owner-operators are guaranteed 75% of the revenue for the loads they haul. When steel shipments began to drop-off the carriers decided they couldn't afford to pay the 75% anymore, and forced the owner operators to work for 72%. Locals 800 and 30 then filed NLRB charges to get the 75% back. The cases that have been heard to date involve Branch, Jones Motor, and Spector Viking. The decision by the Board renders these carriers responsible for not only new leases at 75%, but back pay for all the drivers concerned. Helms Express has a hearing coming up in early May, and we expect the same decision there. We expect the companies to appeal this decision so drivers may have to wait a little while for their money, but we are cautiously optimistic that the decision will stand.

APRIL RATE INCREASE RIP OFF. An across the board rate increase of 10% was taken by most steelhaul companies on April 1. Dozens of companies held illegal meetings to try and persuade drivers to give one-half of that increase back to the companies. This amounts to about the same thing as being paid on 95% of the gross. Many companies, including Youngstown Cartage, Ohio Fast Freight, and McNicholas, have simply said that they will only pay on one-half of the increase. In the Eastern Confernce it is rumored that the Confernce officials are about to openly sanction this practice and that some Local Officials have backed it already. In Ohio the Cleveland and Canton Locals have taken a better position—on paper—rejecting this cut in letters sent to the companies. But it remains to be seen where action will back up these tough words. This payment plan was the issue that sparked the 1979 Steelhaulers strike. Reintroduction of this plan may bring new protests and possible charges and suits against Local Officers who stand idly by while the rank & file gets mugged.

FUEL SURCHARGE. Many drivers have been wondering about the continued existence of the fuel surcharge. All we know is that around the end of January, the ICC's Office of Policy and Analysis offered three possibilities. They are 1) Continue the existing program; 2) Modify it to eliminate glaring inequities; 3) End it and allow rate-making procedures to meet fuel-cost needs. It is unlikely that changes will be made in the Program without field hearings open to any interested parties.

San Antonio Members Walk-Out at Union Meeting

"After he denied our right to vote, we were so disgusted, we stood up, and about a hundred other members did too. Then we just walked out. It was one of the biggest union meetings in years, and we had to just walk out of it. After we left, there were not too many members remaining and Mull was humiliated. He then denounced TDU to his few 'faithful.' "

—Craig Clark, member of Local 657

That was how the union meeting in San Antonio went on March 8. The issue in question was whether union president Raleigh Mull would accept properly submitted bylaws amendments and allow them to be read to the members. They had been submitted in January by Roadway driver Tom Salinas and several other members, and have received widespread support, as shown by the big turnout in March.

"You Can't Amend the Bylaws"

After the bylaws were submitted, calling for 1) a change to election of business agents and stewards; 2) an election committee, and 3) majority rule on bylaws changes, Mull decided he didn't like them. So he simply—and illegally—ruled them out! This was in violation of the local bylaws, the IBT Constitution and federal law. Mull was so informed in a letter from TDU General Counsel Michael Goldberg.

Mull's reasoning was this (believe it or not): since the current bylaws provide for appointment of (assistant) BAs, it would be against the bylaws to change to elected BAs! Of course it would—that is the section being deleted in the amendment! In effect, he is saying that **he alone** will determine what (if any) changes are allowed to be voted on, and never mind the bylaws, Constitution, or the law. He has decided to allow a vote on only one change, the one that would change to majority rule. Obviously, he does not want to give up the power to appoint BAs and stewards, and intends to hold onto it by any way he can. As a result, on March 18, members filed internal union charges against Mull for his actions.

Join the "100-100 Team"

"I have been a member of TDU and PROD for quite a number of years now. In that time I have given to the '100-100 Team' twice as well as spent my own money going to Washington to testify at various hearings in behalf of rank and file Teamsters, the most recent being the President's Commission on Pension Policy. I hope that some of you will join the '100-100 Team' as TDU needs all the help we can get. What we spend is only a pittance of what the International has to spend against us."

—Bob McGinnis
Road driver for Transcon
Local 710, Chicago

To join the "100-100 Team" do the following:

- fill our the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name_____ Company_____

Address_____ Local_____

City_____ State_____ Zip_____

☐ I pledge $100. My check is attached.
☐ I pledge $100 in four monthly $25 contributions.
☐ I pledge $100 in ten monthly payments.

Date_____ Chapter affiliation_____
I wish to remain anonymous: ☐yes ☐no
My name may be listed as a donor: ☐yes ☐no

Carhaul Day May 19

In the 1979 contract negotiations carhaulers demanded—in a nationwide petition signed by thousands of rank & filers—basic changes in the grievance procedure. We wanted two things:

First, **innocent 'til proven guilty** on suspensions and discharges. Otherwise the company can deprive us of our livelihood until, if ever, we are found innocent by the panel.

Second, **the right to strike** if necessary—by majority vote of those affected—to resolve grievances.

The majority of carhaulers are in the Central & Southern Conference which covers all the Midwest and the South. Deadlocked grievances, local riders, competitive deals, etc., are all decided by the infamous Central & Southern Committee. In addition to representatives from the International, the Central & Southern is run by two anti rank & file and pro-company "Union representatives," Charlie Thompson from the Southern Conference and, most notoriously, Charlie Lewczyk from Buffalo, New York.

Once a year the Central & Southern panel has the nerve to meet in Michigan. **Charlie Lewczyk will be in the chair when the committee meets at the Holiday Inn of Southfield [Detroit] MI on May 19, 20, 21, 1981.**

Reports to TDU from carhaulers around the Central & Southern area indicate that a number of very important cases will be up for decision at this May panel meeting in Detroit. Several new cut-rate deals are due for the rubber stamp of approval, and a number of challenges to existing competitives will also be heard. **The companies are expected to politely request relief from the scheduled June 1 pay increases.**

Many carhaulers have expressed interest in organizing some kind of rank & file welcome for Charlie Lewczyk and the Central & Southern panel in May in Detroit. The idea is to let Charlie Lewczyk and his buddies know what we think of them. If you have suggestions on this, please let us hear from you **immediately.** Contact us at: **Carhaulers Coordinating Committee [CCC], P.O. Box 10128, Detroit, MI 48210.**

TDU Meetings

BUFFALO TDU
Sunday, May 3, 1:30 PM
Polish Falcon Club; 445 Columbia Ave., Depew.

CHICAGO TDU
Sunday, May 17
Call 312-252-6963 for time and place
Ken Paff, TDU Organizer, to give Workshop on Grievances.

DES MOINES TDU
Sunday, May 3, 2pm
Eagles Lodge, 6765 Bloomfield Rd., Des Moines

DETROIT TDU PARTY
Saturday, April 25, 7pm—1am
J&C Hall, 7816 Michigan Ave.

MEMPHIS TDU
Sunday, May 10, 4pm
Sambos Restaurant, 1780 Winchester at Millbranch

MILWAUKEE TDU
Saturday, May 9, 11 am
Irene J's, 1839 S. 2nd St.

QUAD CITIES TDU
Sunday, April 26, 11am
4th & Cedar, Davenport
NLRB Attorney to speak on your legal rights and truck safety

SAN ANTIONIO TDU
Sunday, May 3, 2pm
(place to be announced)

SOCAL TDU
Sunday, May 10, 12 noon
Cerritos Park East
1324 E. 166th St., Cerritos

VANCOUVER TDU
Thursday, May 7, 7:30pm
Rio Hall, 3325 Kingsway (near Kingsway & Joyce)

WATSONVILLE TDU
Sunday, April 26, 3pm
United Methodist Church, 229 Stanford St.

Western Washington TDU—Local 252
Thursday, April 16, 5pm
VFW Hall, Elma, Washington

Hang UPS

A Column for UPS Workers

NEW YORK WALKOUT. Over 4,000 UPSers walked off their jobs for two days on March 12-13. They are members of N.Y. Local 804 and were protesting UPS's unwillingness to deal with accumulated grievances. According to TDUers working at UPS in the N.Y. area, the job action came after a driver was unfairly discharged. 4,000 workers all over Long Island, Manhattan, and other parts of New York "just didn't show up to work on Thursday," according to one TDUer. When reporters—and presumably the company—tried to reach the Local hall on either Thursday or Friday, they found themselves unable to reach anyone. When a court tried to serve an injunction on the strike the same difficulty arose, and rumor has it that the server was told by someone resembling Local President Ron Carey that "Mr. Carey isn't in, I'm only the janitor." When questioned why he was wearing a suit and tie he reportedly said, "They pay very well here."

SAN ANTONIO. TDUers in Local 657 report that improvements have been made since their informational picket on February 21, an action which drew support from 90% of the drivers at San Antonio UPS. The drivers protested harassment, unfair discipline, and long hours. Hours have been reduced, and harassment has decreased. The hub is "a little better place to work" according to Craig Clark, who works there. "It shows what rank & file action does. It works. UPS will push and push and push until we push back. Across the country we can see that UPS isn't dealing with grievances, they're breaking the contract. Our International isn't doing a thing to stop them. We need stronger protections in the contract and better enforcement. And it's going to take rank & file action to do it. We've seen that here."

NEW JERSEY. New Jersey Local 177 was fined $50,000 as a result of a one day walkout last year. The walkout was sparked by the elimination of seniority rights for UPSers who were on leave, serving as Local Officials. The court decision was handed down last week after over a year of litigation. In other New Jersey news, a former Local 177 Secretary-Treasurer and 23 year employee was fired by UPS on a series of apparently trumped up charges. It is unusual for a former official of such high rank to be fired after returning to work. Said Louie Nikolaidis, a TDU member working at UPS in New Jersey, "It looks like UPS is on the rampage.

California Grocery Employers Court IBT International

As negotiation time approaches for the big grocery houses in Northern California, the employers (Safeway, Lucky's, Alpha-Beta, and others) seem to want to bargain with the Western Conference rather than with the local unions involved. And they are doing something about it.

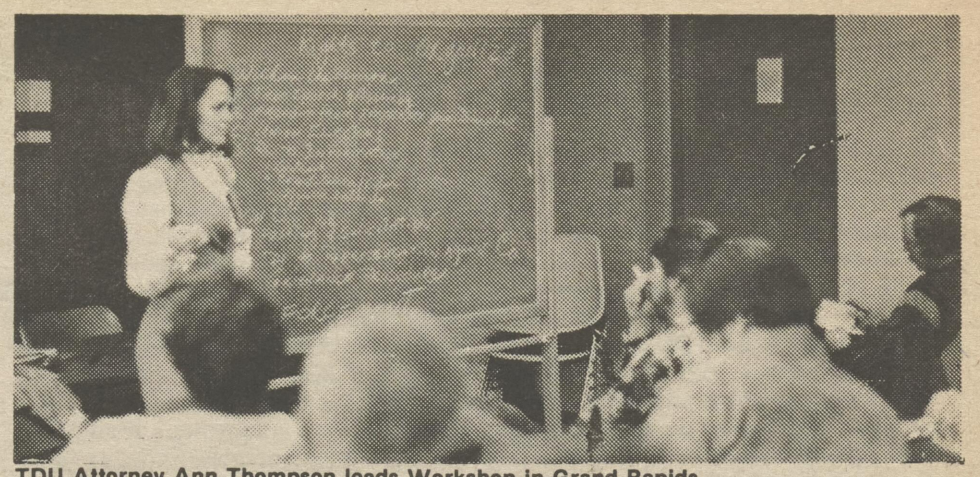
The Food Employers Council (FEC) has sent a communication to the International Union complaining that Local 490 wants to control its own negotiations for the Teamsters at the Lucky's warehouse, with an implied request for the International to bring Local 490 and other Northern California locals "into line".

Where do the anti-union FEC employers get off trying to get our union working against itself? According to their letter, they are already getting help from the Western Conference. The employers' letter claims that George French, Assistant to the Director of the Western Conference, "has stated he would correct the situation." It looks like the employers are happy with French's actions, and they would rather deal with the top hierarchy rather than the local unions. The local unions involved have a tradition of elected rank and file negotiating committees at the grocery complexes involved.

The 1978 contract negotiations were bitterly fought, with tragedy on the union's side. Randy Hill, a member of Local 490 and an employee of Lucky's, was run down and killed by a scab while he was on picket duty. The union granted "amnesty" to the FEC and Lucky's, and the employers were also winners on the contract issues submitted to mediation-arbitration.

In one of the more revealing sections of the letter, the FEC spokesman describes what he sees as the similarities of the union hierarchy and the employers group: "I am only too aware of the internal difficulties which an organization of your magnitude has in attempting to coordinate situations such as this. I think it is in our mutual interest to give it a try."

What remains to be seen is what the members determine is in their mutual interest and their ability to "coordinate" the situation...



TDU Attorney Ann Thompson leads Workshop in Grand Rapids.

MICHIGAN HIERARCHY ON THE RUN FROM THE RANK & FILE

On Saturday, March 28, some sixty paid officials including Business Agents and Joint Council Organizers converged from across Michigan on Grand Rapids. Were they organizing the unorganized? Helping win a strike? Representing a member who was fired? No such luck.

They were trying to disrupt an educational meeting of rank and file Teamsters. But they failed. They were turned away by TDUers. And they showed by their actions just how afraid they are of the growing activity among the rank and file across Michigan.

They are especially worried right now because of TDU's rank & file campaigns for delegates to the IBT Convention being held in Michigan's largest locals — 299, 337, 247 in Detroit and 406 in Grand Rapids.

Grand Rapids TDU Steering Committee member and candidate for Convention Delegate, Don Dill, stated after the TDU meeting: "We had a good meeting, a very successful meeting, and if they think they can scare us they are wrong. It is they who must be scared to try a prank like this. They know we are gaining ground."

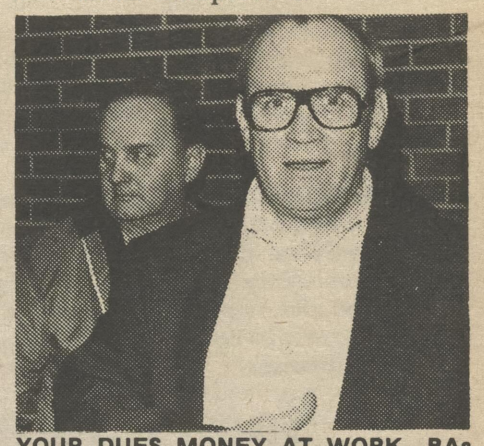
TDUers turned the officials away, and they were left to mill around outside for awhile, acting in such childish ways as stealing a few name tags and using obscenities. These Teamster "leaders" finally left the scene.

The whole expedition was planned three days earlier after a Michigan Joint Council meeting, where International Vice President Bobby Holmes and other JC officers spent their time and our money attacking TDU, and particularly singling out two new officers in Local 337, one of whom defeated Holmes' son in the recent election there.

Robert Barnette, the Secretary Treasurer of Local 406 in Grand Rapids must be especially afraid of his own members, to ask for Business Agents from hundreds of miles away to come harass members of his local. He even had help from convicted extortionist and Joint Council "Organizer" Roby Smith, who Barnette himself fired two years ago because he was spending all his time on his own legal problems!

The March 28 TDU meeting was an educational workshop on the grievance procedure and the legal rights of members, and was highly successful judging by the reaction of all who attended. One steward commented, "I only wish my whole barn had been able to come."

Legal action will be taken to insure that the officials' antics are kept in check. And most importantly, Grand Rapids TDU is growing and involving new people in taking part in their own local union to improve it.



YOUR DUES MONEY AT WORK. BAs and officers mill around outside a TDU meeting in Grand Rapids. On the left is Joint Council "Organizer" and convicted extortionist Roby Smith. Ironically Smith was fired two years ago by the Grand Rapids local for spending all his time on personal legal problems.

Five Years Ago They Said We'd Never Last

But they were wrong. Because the rank & file Teamsters who started TDU after the last IBT Convention weren't the quitting type. Since then we've grown to be a powerful rank & file force, stretching from coast to coast. And we're headed back to the IBT Convention.

Name_____ Local Union #_____

Address _____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐ Construction☐ Production☐ Other_____

☐ $20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $25 optional membership fee. ($5 of this shall be rebated to the local chapter.)
☐ $10 annual dues for spouses, retirees, and Teamsters who gross less than $10,000 a year.

☐ I want to distribute **Convoy Dispatch.** Prices per issue are: ☐100-$9 ☐50-$5 ☐20-$4 ☐10-$3
☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

JOIN TDU! **Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210**
(TDU membership is kept confidential from employers and IBT officials.)